

## PERFORMANCE DISPUTE REVIEW PROCESS

Department	Dept. Code	Internal Formal Review Process Steps for Disputes	Effective Date
Adams State College	GYA	1) Employee, supervisor and next higher level. 2) Administrative head of employee's work unit (if admin head is supervisor, goes to provost or vice president. 3) State Personnel Director.	6/3/2005
Auraria Higher Education Center (AHEC)	GMA	1) Employee and supervisor. 2) Authorized reviewer. 3) Appointing authority. 4) State Personnel Director.	4/21/2005
Arapahoe CC	GJB	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee). 5) State Personnel Director.	6/23/2005
Colorado College Access Network (CCAN): Student Loan Program	GDA	1) Employee and supervisor. 2) Appointing authority. 3) State Personnel Director.	3/21/2005
Colorado Community College System (CCCS)	GJA	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) make recommendation to appointing authority. 5) State Personnel Director.	1/1/2005
Commission on Higher Education (CCHE)	GAA	1) Employee and supervisor. 2) Executive Director. 3) State Personnel Director.	9/30/2005
Community College of Aurora	GJC	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	?
Community College of Denver	GJD	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) make recommendation to the VP of Administration or classified appointing authority. 5) State Personnel Director.	4/8/2005
CSU	GGB	1) Employee and supervisor, department chair/head and HR Director. 2) Appropriate dean/vice president. 3) State Personnel Director.	1/13/2005

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CSU - Pueblo	GGJ	1) Employee, supervisor, and next level of supervisor/reviewer. 2) Appropriate dean, director or appointing authority and Director of HR. 3) State Personnel Director.	2/25/2005
Fort Lewis College	GSA	Employee can invite an advisor, but no legal representation. 1) Employee, supervisor, second level supervisor and Director of Human Resources. 2) Division director. 3) Appointing authority. 4) State Personnel Director.	1/24/2005
Front Range Community College	GJE	"...process as prescribed by the Community College of Colorado."	6/13/2005
Lamar Community College	GJF	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	4/8/2005
Mesa State College	GZA	1) Employee and administrative head. 2) Director of Human Resources. 3) State Personnel Director. Note: Director of HR is appointing authority by college president.	1/13/2005
Metropolitan State College	GTA	1) Employee and next higher level supervisor. 2) Third level supervisor. 3) State Personnel Director.	4/18/2005
Morgan Community College	GJG	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	4/21/2005
Northeastern Junior College	GJR	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	3/9/2005
Northwestern Community College	GJT	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) make recommendation to the college/system president or selected designee. 5) State Personnel Director.	4/8/2005

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Otero Community College	GJH	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	1/26/2005
Pikes Peak Community College	GJJ	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	2/24/2005
Pueblo Community College	GJK	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	3/1/2005
Red Rocks Community College	GJL	1) Employee and supervisor. 2) Director of Human Resources. 3) Mediation with employee, supervisor and second-level supervisor. 4) Three-person panel (2 classified employees and 1 exempt employee) to make recommendation to the appointing authority or designee. 5) State Personnel Director.	3/24/2005
School of Mines	GLA	1) Employee, supervisor and next level supervisor/reviewer. 2) Appropriate vice president. 3) State Personnel Director.	6/3/2005
States Historical Society	GCA	1) Three-member panel selected (1 division director, 1 supervisory level, 1 member at large mutually chosen). 2) State Personnel Director.	4/1/2005
Trinidad State Junior College	GJM	No dispute documentation or guidelines.	4/25/2005
University of Colorado - Boulder	GFB	1) Employee and supervisor. 2) Employee and appointing authority (as appointed by chancellors by the last day of March). 3) State Personnel Director.	1/05
University of Colorado - Colorado Springs	GFC	1) Employee and supervisor. 2) Employee, supervisor and appointing authority/designee. 3) State Personnel Director.	1/05

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University of Colorado - System Administration	GFO	1) Employee and supervisor. 2) Employee, supervisor, appointing authority/designee. 3) State Personnel Director.	1/05
University of Colorado at Denver and HSC	GFE	1) Employee and supervisor. 2) Employee, supervisor, appointing authority/designee. 3) State Personnel Director.	1/05
University of Northern Colorado	GKA	1) Employee, supervisor and reviewer. Note: An employee advisor may attend during all steps. 2) Director of Human Resources, delegated appointing authority, is decision maker for internal disputes. (If Director of Human Resources is supervisor, goes to appropriate vice president.) 3) State Personnel Director.	3/11/2005
Western State College	GWA	1) Employee and next higher level supervisor. 2) Appointing authority or designee. 3) State Personnel Director.	2/25/2005